

# Business Responsibility and Sustainability Report 2023-24

## Section A: General Disclosures

### I. Details of the listed entity

SR. No.	Particulars	Details
1	Corporate Identity Number (CIN) of the Listed Entity	L24110GJ1939PLC000748
2	Name of the Listed Entity	DCW Limited
3	Year of incorporation	1939
4	Registered office address	Dhrangadhra - 363315, Gujarat
5	Corporate address	Nirmal, 3 <sup>rd</sup> Floor, Nariman Point, Mumbai - 400021, India
6	E-mail	<a href="mailto:legal@dcwlimited.com">legal@dcwlimited.com</a> <a href="mailto:investor.relations@dcwlimited.com">investor.relations@dcwlimited.com</a>
7	Telephone	022-49573000, 022-49573001
8	Website	<a href="http://www.dcwlimited.com">www.dcwlimited.com</a>
9	Financial year for which reporting is being done	April 1, 2023, to March 31, 2024
10	Name of the Stock Exchange(s) where shares are listed	BSE & NSE
11	Paid-up Capital	5903.10 (₹ In Lakhs)
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Dilip Darji Designation: Company Secretary & Compliance Officer Telephone: 022-49573000 Email: <a href="mailto:legal@dcwlimited.com">legal@dcwlimited.com</a> <a href="mailto:investor.relations@dcwlimited.com">investor.relations@dcwlimited.com</a>
13	Reporting boundary	Standalone Basis
14	Name of Assurance provider	Not Applicable
15	Type of Assurance obtained	Not Applicable

### II. Products / Services

16. Details of business activities (accounting for 90% of the turnover)

SR. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	100%

## 17. Products / Services sold by the entity (accounting for 90% of the entity's Turnover)

SR. No.	Product / Service	NIC Code	% of total Turnover contributed
1	PVC Resin	241	37%
2	Caustic Soda	201	30%
3	Soda Ash	201	13%
4	CPVC	201	11%
5	SIOP	201	9%

**III. Operations**

## 18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of Plants	Number of Offices	Total
National	2	3	5
International	Nil	Nil	Nil

## 19. Markets served by the entity

## a. Number of Locations

Locations	Number
National (No. of States)	23
International (No. of Countries)	13

## b. What is the contribution of exports as a percentage of the total turnover of the entity?

Export contributes 23% of the total turnover.

## c. A brief on types of customers

In both domestic and foreign markets, DCW Limited provides B2B services to clients in the commodity and specialty chemical sectors. The intermediate products are either sold in open markets or used internally to create value-added specialty chemicals, depending on the demand-supply scenario.

**IV. Employees**

20. Details as at the end of Financial Year

a. Employees and Workers (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1	Permanent (D)	690	678	98%	12	2%
2	Other than Permanent (E)	56	56	100%	Nil	Nil
3	Total Employees (D+E)	746	734	98%	12	2%
<b>WORKERS</b>						
1	Permanent (F)	1071	1068	99%	3	1%
2	Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil
3	Total Workers (F+G)	1071	1068	99%	3	1%

b. Differently abled Employees and Workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	3	3	100%	Nil	Nil
2	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3	Total Differently Abled Employees (D+E)	3	3	100%	Nil	0%
<b>DIFFERENTLY ABLED WORKERS</b>						
1	Permanent (F)	4	4	100%	Nil	Nil
2	Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil
3	Total Differently Abled Workers (F+G)	4	4	100%	Nil	Nil

21. Participation / Inclusion / Representation of women

	Total (A)	No. and % of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	17%
Key Management Personnel	3	Nil	Nil

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9%	Nil	8%	9%	25%	9%	12%	8%	12%
Permanent Workers	7%	67%	7%	5%	14%	5%	5%	Nil	5%

#### V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. Names of holding/subsidiary / associate companies / joint ventures

S. No.	Name of the holding/ subsidiary / associate companies / joint ventures (A)	Indicate whether holding/subsidiary/ associate joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Kaze Renewables Private Limited	Associate	28.96%	No

#### VI. CSR Details

24. CSR Details

(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii)	Turnover (in ₹)	1,87,158.98 (₹ In Lakhs)
(iii)	Net worth (in ₹)	1,03,171.83 (₹ In Lakhs)

**VII. Transparency & Disclosures Compliances**

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	Nil	Nil		Nil	Nil	
Investors (other than shareholders)	Yes	Nil	Nil		Nil	Nil	
Shareholders	Yes	7	Nil		3	Nil	
Employees and workers	Yes	50	Nil	None	35	Nil	None
Customers	Yes	Nil	Nil		Nil	Nil	
Value Chain Partners	No	NA	NA		NA	NA	
Other (please specify)	NA	NA	NA		NA	NA	

*\*DCW Limited has complaint boxes installed at its plant premises through which local communities can raise their concerns. A formal policy for "Community Grievance Redressal" is being drafted and will be implemented in the near future.*

## 26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

<b>S. No.</b>	<b>Material Issue Identified</b>	<b>Indicate whether risk or opportunity (R/O)</b>	<b>Rationale for identifying the risk / opportunity</b>	<b>In case of risk, approach to adapt or mitigate</b>	<b>Financial implications of the risk or opportunity (Indicate positive or negative implications)</b>
1	Regulatory Risk	Risk	Upcoming and existing regulations	We are aware of the Safety, Health, and Environment (SH&E) standards and adhere to them completely. We appropriately abide by several recycling and waste reduction standards. We completely abide by all emission and pollution regulations.	Negative
2	Raw Material / Price Risk	Risk	Price Fluctuation and non availability of material	We have long-term agreements in place with our suppliers to guarantee a steady flow of specific raw materials at affordable costs. To lessen our reliance on outside raw materials, we have also made significant investments in backward integration.	Negative
3	Forex Risk	Risk	Forex Exchange rate	Exports account for 23% of total revenue. As a result, whenever it becomes necessary to hedge the exposure, DCW Limited enters into currency hedge contracts with multiple maturities.	Negative
4	Quality Risk	Risk	Meet ISO and other quality requirements	The committed quality control team keeps a close eye on the product's quality. DCW is certified to ISO 9001, 14001, 28000, 45001 and 50001 standards.	Negative

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Customer Retention	Opportunity	Strong relationships / long term contracts with B2B customers	DCW Limited's clientele are mostly business-to-business (B2B) because they are in the chemical manufacturing sector. Furthermore, the clientele is still there because DCW Limited has been one of the top companies in this sector of the market.	Positive
6	Integrated Product Chain	Opportunity	Integrated model – a byproduct from one product used as input material for other products	<ul style="list-style-type: none"> <li>• Salt is electrolyzed to create caustic soda. Hydrogen and chlorine are caustic soda's byproducts.</li> <li>• Hydrochloric acid, which is created when hydrogen and chlorine are synthesized, is utilized to leach ilmenite ore to manufacture synthetic rutile.</li> <li>• Leach liquor is a by-product of synthetic rutile. Ammonium chloride is the byproduct of the leach liquor's neutralization with iron scrap and subsequent synthesis with ammonia to create synthetic iron oxide pigment. This mixture then reacts with quick lime to form calcium chloride.</li> <li>• Trichloroethylene is created when chlorine combines with acetylene, which is created by the synthesis of calcium carbide and water.</li> <li>• Through the polymerization of vinyl chloride monomer, poly vinyl chloride is created. Chlorination is then used to produce CPVC.</li> </ul>	Positive

## Section B: Management & Process Disclosures

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements

S.No	Principle Description	Reference to the Policies
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	<ul style="list-style-type: none"> <li>• Code of Conduct for Regulating, Monitoring and Reporting of Trading by designated persons</li> <li>• Code of Conduct for Board Members &amp; Senior Management Personnel</li> <li>• Code of Practices and Procedure for Fair Disclosure of Unpublished Price Sensitive Information</li> <li>• Whistle Blower Policy (Vigil Mechanism)</li> <li>• Related Party Transactions Policy</li> <li>• Familiarisation Programme for Independent Directors</li> </ul>
P2	Businesses should provide goods and services in a manner that is sustainable and safe	<ul style="list-style-type: none"> <li>• Green Procurement policy</li> </ul>
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains	<ul style="list-style-type: none"> <li>• Policy on Prevention of Sexual Harassment at Workplace</li> <li>• Whistle Blower Policy (Vigil Mechanism)</li> <li>• Nomination and Remuneration Policy</li> </ul>
P4	Businesses should respect the interests of and be responsive to all its stakeholders	<ul style="list-style-type: none"> <li>• Corporate Social Responsibility Policy</li> <li>• Nomination and Remuneration Policy</li> <li>• Dividend Distribution Policy</li> </ul>
P5	Businesses should respect and promote human rights	<ul style="list-style-type: none"> <li>• Policy on Prevention of Sexual Harassment at Workplace</li> <li>• Whistle Blower Policy (Vigil Mechanism)</li> </ul>
P6	Businesses should respect and make efforts to protect and restore the environment	<ul style="list-style-type: none"> <li>• Corporate Social Responsibility Policy</li> <li>• Risk Management Policy</li> </ul>
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	<ul style="list-style-type: none"> <li>• Code of Conduct for Regulating, Monitoring and Reporting of Trading by designated persons</li> <li>• Code of Practices and Procedure for Fair Disclosure of Unpublished Price Sensitive Information</li> <li>• Policy for Determining Materiality of Events or Information</li> <li>• Policy on Preservation of Documents</li> <li>• Archival policy</li> </ul>
P8	Businesses should promote inclusive growth and equitable development	<ul style="list-style-type: none"> <li>• Corporate Social Responsibility Policy</li> </ul>
P9	Businesses should engage with and provide value to their consumers in a responsible manner	<ul style="list-style-type: none"> <li>• Risk Management Policy</li> <li>• Customer complaints &amp; feedback policy</li> </ul>



Disclosure Questions	P1	P2	P3	P4	P5
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**Policy & Management Processes**

1.a.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes
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1.b.	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes
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1.c.	Web Link of the Policies, if available	<a href="https://dcw ltd.com/investors/">https://dcw ltd.com/investors/</a>				
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Disclosure Questions	P6	P7	P8	P9
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**Policy & Management Processes**

1.a.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes
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1.b.	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes
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1.c.	Web Link of the Policies, if available	<a href="https://dcw ltd.com/investors/">https://dcw ltd.com/investors/</a>				
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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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**1 Policy & Management Processes**

2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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3	Do the enlisted policies extend to your value chain partners? (Yes / No)	No								
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4	Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The following are the certifications adopted by the entity & mapped to the relevant principles:- ➤ ISO 9001 ➤ ISO 14001 ➤ ISO 28000 ➤ ISO 45001 ➤ ISO 50001								
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5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	We continue our sustainability journey & are in the process of outlining ambitious ESG commitments. As we continue to progress in our ESG journey, we are in the process to transform our systems & processes in order to achieve the energy consumption targets under Perform, Achieve and Trade scheme (PAT). Socially, we are committed to increasing workforce diversity, enhancing employee well-being with comprehensive wellness programs, and doubling community engagement efforts. Governance-wise, we ensures ethical conduct through stringent codes of conduct. These goals exemplify DCW's dedication to environmental stewardship, social responsibility, and transparent governance.								
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6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	DCW's Chlor-Alkali plant of Sahupuram comes under PAT (VII Cycle) wherein a target of 0.818 MToE/ton of Caustic equivalent has been given by the Bureau of Energy Efficiency (BEE). DCW has implemented energy conservation projects for achieving the targets given with the key one being the Power Purchase Agreements (PPA) signed. DCW Limited has signed Power Purchase Agreements with Kaze Renewables Private Limited ("SPV" / "Power Producer") to establish two Renewable Power Plants in Tamil Nadu having combined captive capacity of 44.5 MWp under Captive Power Scheme, whereunder the said SPV as a Captive Generator shall be supplying solar power to the Company as a Captive User for its manufacturing plant(s) located in the State of Tamil Nadu.
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#### **Governance, Leadership and Oversight**

7.	Statement by director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	DCW Limited is working towards implementing various energy conservation projects towards achieving the targets given under the PAT VII cycle. DCW Limited has also obtained EPR certification under the Brand owner category. DCW Limited has signed Power Purchase Agreements with Kaze Renewables Private Limited ("SPV" / "Power Producer") to establish two Renewable Power Plants in Tamil Nadu having combined captive capacity of 44.5 MWp under Captive Power Scheme, whereunder the said SPV as a Captive Generator shall be supplying solar power to the Company as a Captive User for its manufacturing plant(s) located in the State of Tamil Nadu.
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	Mr. Pramod Kumar Jain - Chairman & Managing Director Mr. Bakul Jain - Managing Director Mr. Vivek Jain - Managing Director
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision-making on sustainability related issues? (Yes / No). If yes, provide details	Yes. The Board of Directors are responsible for decision-making on sustainability-related issues.

10. Details of Review of NGRBCs by the Company

Subject for Review		Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, the same is reviewed on need basis & in line with the regulatory requirements.	Performance is reviewed on need basis and any gaps identified are addressed.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Board reviews the compliances on an annual basis via its various committees.	Annual & in line with regulatory requirements, as applicable.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes / No). If yes, provide name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
The Board and its committees, as well as auditors of their respective functions, such as ISO auditors, internal auditors, and secretarial auditors, among others, periodically review the policies. Additionally, DCW Limited is certified for ISO 9001, ISO 14001, ISO 28000, ISO 45001 and ISO 50001 which are assessments carried out by IR Class systems and Solutions Private Limited. As part of the certification process, the agency evaluates the policies and procedures maintained by the organization; the information security policy, privacy policy, and risk management policy have all been reviewed. DCW Limited has a documented management policies reviewed and approved by Management.								

12. If answer to question (1.) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/ No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

### Section C: Principle Wise Performance Disclosure

**PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**

#### Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%-age of persons in respective category covered by the awareness programmes
Board of Directors	1	Principle 1 of NGRBC	100%
Key Managerial Personnel	4	Principle 1, Principle 3, Principle 5 of NGRBC	100%
Employees other than BOD and KMPs	68	Principle 1, Principle 3, Principle 5 & Principle 6 of NGRBC	67%
Workers	68	Principle 1, Principle 3, Principle 5 & Principle 6 of NGRBC	75%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
NGRBC Principle	Name of regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of Case	Has an appeal been preferred? (Yes/No)	
Penalty / Fine	None	None	NA	NA	
Settlement	None	None	NA	NA	
Compounding Fee	None	None	NA	NA	
Non-Monetary					
NGRBC Principle	Name of regulatory/ enforcement agencies/ judicial institutions	Brief of Case	Has an appeal been preferred (Yes/No)		
Imprisonment	None	None	NA	NA	
Punishment	None	None	NA	NA	

3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
None	None

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

DCW Limited has an anti-corruption policy whereby the company does not engage in any contracts wherein it may be deemed to have influenced the counterparty or accept/give bribes etc. whatsoever. Further, the company has a policy to penalize any such employees or workers who engage in such acts. The Anti-corruption policy is accessible to all employees via the company intranet.

5. Number of Directors / KMPs / employees / workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest:

	FY 23-24 (Current Financial Year)		FY 22-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest:

No such reported instances

8. Number of days of accounts payables ((Accounts payable \* 365) / Cost of goods/services procured) in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	80	55

9. Open-ness of business Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	45%	53%
	b. Number of trading houses where purchases are made from	807	1006
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	82%	79%
Concentration of Sales**	a. Sales to dealers/distributors as % of total sales	52%	54%
	b. Number of dealers/distributors to whom sales are made	116	116
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	81%	82%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	Nil	0%
	b. Sales (Sales to related parties / Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

\*DCW has bifurcated its vendors into "manufacturers" & "those involved in purchase & sale of goods". The vendors identified as involved in purchase & sale of goods have been classified as "Trading House" for the purpose of this disclosure.

\*\*The company has bifurcated its sales into "direct sales" & "sales through dealers". Sales through dealers have been considered for the purpose of this disclosure.

**PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe**

Essential Indicators

- Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of products and processes to total R&D and capex investments made by the entity, respectively

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	Nil	Nil	NA
CAPEX	1%	1%	<ol style="list-style-type: none"> <li>Installation of Solar Evaporation unit for Effluent treatment plant.</li> <li>HDPE lining on the stormwater reservoir and sediment pond,</li> <li>Installation of online parameter monitoring system and connectivity of SPCB and CPCB.</li> </ol>

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
 DCW Limited does have the policy of “Sustainable sourcing” implemented whereby the entity tries to ensure maximum procurement from ISO-registered vendors. Procurement as a function is decentralized in case of DCW Limited and the Gujarat Plant is in the nascent stage of implementing this practice.
  - If yes, what percentage of inputs were sourced sustainably?  
 38% of the domestic procurement is from ISO-registered vendors. For the purpose of this disclosure, procurement excludes services.
- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.  
 In order to encourage customers to reuse our High-Density Polyethylene (HDPE) bags, DCW Limited packs its products in HDPE bags and labels them with the phrase “Symbol or Reusing.” The approach to use for safe disposal is also covered in the Material Safety Data Sheets (MSDS) of the items that are shared with the suppliers.
- Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.  
 The operations of DCW Limited are governed by EPR. As a producer of PVC resin, PCB is obligated by law not to provide PVC resin to companies that make single-use plastics, and DCW complies with this directive. DCW obtained EPR certificate under Brand owner category Regn. No . BO-04-TAM-07-AAACD0559N-23 dt.04.07.23.

**PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains**

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	% of Employees Covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>PERMANENT EMPLOYEES</b>											
Male	678	572	85%	678	100%	Nil	Nil	NA	NA	NA	NA
Female	12	12	100%	12	100%	12	100%	NA	NA	NA	NA
Total	690	584	85%	690	100%	12	100%	NA	NA	NA	NA
<b>OTHER THAN PERMANENT EMPLOYEES</b>											
Male	56	44	79%	54	96%	Nil	Nil	NA	NA	NA	NA
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	NA	NA	NA	NA
Total	56	44	79%	54	96%	Nil	Nil	NA	NA	NA	NA

1. b. Details of measures for the well-being of workers:

Category	% of Workers Covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>PERMANENT WORKERS</b>											
Male	1068	866	81%	1068	100%	Nil	Nil	NA	NA	NA	NA
Female	3	Nil	Nil	3	100%	Nil	Nil	NA	NA	NA	NA
Total	1071	866	81%	1071	100%	Nil	Nil	NA	NA	NA	NA
<b>OTHER THAN PERMANENT WORKERS</b>											
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	NA	NA	NA	NA
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	NA	NA	NA	NA
Total	Nil	Nil	Nil	Nil	Nil	Nil	Nil	NA	NA	NA	NA

1. c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent in the following format –

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the company*	1%	1%

\*DCW has considered staff welfare expenses (in addition to Health and Accident Insurance) for the purpose of this disclosure.



## 2. Details of retirement benefits, for the Current and Previous Financial Years.

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	93%	100%	Yes	96%	100%	Yes
Gratuity	93%	100%	NA	96%	100%	NA
ESI	12%	34%	Yes	10%	33%	Yes
Superannuation	5%	Nil	NA	6%	Nil	NA

## 3. Accessibility of Workplaces – Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, the premises of DCW Limited provides for the basic level of facilities needed by the differently abled employees and workers.

## 4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web link to the policy:

DCW Limited does not have a separately defined policy available as of date. DCW Limited has 3 employees and 4 workers who are differently abled on its payroll as of 31<sup>st</sup> March 2024.

## 5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Female	Nil	Nil	Nil	Nil
<b>Total</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>

## 6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.

Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Workers	Yes, there exists a grievance redressal committee that handles employee and worker grievances. In a predetermined amount of time, this committee reviews the complaints made by workers and employees and resolves them after consulting with management.
Other than Permanent Workers	
Permanent Employees	with management.
Other than Permanent Employees	

## 7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:

Category	FY 23-24 (Current Financial Year)			FY 22-23 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Permanent Employees</b>						
Male	678	Nil	Nil	870	Nil	Nil
Female	12	Nil	Nil	12	Nil	Nil
<b>Total</b>	<b>690</b>	<b>Nil</b>	<b>Nil</b>	<b>882</b>	<b>Nil</b>	<b>Nil</b>
<b>Total Permanent Workers</b>						
Male	1068	1043	98%	995	981	99%
Female	3	3	100%	6	6	100%
<b>Total</b>	<b>1071</b>	<b>1046</b>	<b>98%</b>	<b>1001</b>	<b>987</b>	<b>99%</b>

## 8. Details of training given to employees and workers:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health & Safety Measures		On Skill Upgradation		Total (D)	On Health & Safety Measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>EMPLOYEES</b>										
Male	734	489	67%	489	67%	903	812	90%	812	90%
Female	12	12	100%	12	100%	12	12	100%	12	100%
<b>Total</b>	<b>746</b>	<b>501</b>	<b>67%</b>	<b>501</b>	<b>67%</b>	<b>915</b>	<b>824</b>	<b>90%</b>	<b>824</b>	<b>90%</b>
<b>WORKERS</b>										
Male	1068	800	75%	800	75%	995	561	56%	561	56%
Female	3	3	100%	3	100%	6	6	100%	6	100%
<b>Total</b>	<b>1071</b>	<b>803</b>	<b>75%</b>	<b>803</b>	<b>75%</b>	<b>1001</b>	<b>567</b>	<b>57%</b>	<b>567</b>	<b>57%</b>

DCW Limited provides on-the-job training on Health and Safety to help enhance skills of their employees and workers.

## 9. Details of performance and career development reviews of employees and worker:

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>EMPLOYEES</b>						
Male	734	734	100%	903	903	100%
Female	12	12	100%	12	12	100%
Total	746	746	100%	915	915	100%
<b>WORKERS*</b>						
Male	1068	Nil	Nil	995	Nil	Nil
Female	3	Nil	Nil	6	Nil	Nil
Total	1071	Nil	Nil	1001	Nil	Nil

*\*The Permanent Workers represent unionized workers and at present, there are no specific performance and career development reviews undertaken for the unionized workers at DCW.*

## 10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity. (Yes/ No). If yes, the coverage such system?

The company has a system in place for health and safety, and workers and employees receive training on various aspects of health and safety (refer to indicator 8). Additionally, the business has established Operational Control Procedures for various tasks. In addition, a quarterly meeting of the safety committee is arranged to address and settle any matters pertaining to safety. Additionally, DCW Limited holds an ISO 45001:2018 certification.

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

According to ISO 45001:2018, risk assessment and hazard identification are in place to help the entity identify work-related risks and hazards both routinely and irregularly. The company has the following audits

1. Air emissions: Verification & tracking every month.
2. Noise: Monitoring & Verification Every Month Moreover, DCW Limited tests the operation of pressure vessels (six months for thickness testing and two years for hydro testing), boilers (yearly), lifting tackles (yearly), and passenger lifts (yearly).

- c. Whether you have processes for workers to report work-related hazards and to remove themselves from such risks. (Y/N)

Yes, safety committee as per Factories Rules 1950 is in place in DCW Limited

- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes

11. Details of safety related incidents, in the following format:

<b>Safety Incident / Injury</b>	<b>Category*</b>	<b>FY 2023-24 (Current Financial Year)</b>	<b>FY 2022-23 (Previous Financial Year)</b>
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	26.9	36.5
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	76	95
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

12. Describe the measures taken by the entity to ensure a safe and healthy workplace

Hazard identification and risk assessment, based on the ISO 45001:2018 standard, are conducted for all processes and services. The company has also defined Operational Control Procedures for various types of work. Additionally, a safety committee meeting is held every three months to discuss and resolve all safety-related issues.

13. Number of Complaints on the following made by employees and workers:

	<b>FY 2023-24 (Current Financial Year)</b>			<b>FY 2022-23 (Previous Financial Year)</b>		
	<b>Filed during the year</b>	<b>Pending resolution at the end of the year</b>	<b>Remarks</b>	<b>Filed during the year</b>	<b>Pending resolution at the end of the year</b>	<b>Remarks</b>
Working Conditions	50	Nil	Nil	30	Nil	Nil
Health & Safety	Nil	Nil	Nil	5	Nil	Nil

14. Assessments for the year:

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)*</b>
Health & Safety Practices	50%*
Working Conditions	25%*

\* Out of the 3 offices and 2 plants of DCW limited, the following are the assessments undertaken across:-

1. Health & Safety and Working condition assessment by M/S Surya Quality consultant - Tamil Nadu Plant.
2. Health & Safety assessment (Fire Safety) Mumbai corporate office.

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

DCW Limited regularly evaluates working conditions and health and safety procedures. In order to guarantee that any safety-related incidents are handled promptly and that a record of such occurrences is kept, the organization also employs health and safety officers at the plant level.

**PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity

Yes, the Company has identified and is responsible for the needs of all its stakeholders, especially those who are disadvantaged, vulnerable and marginalized. The Company conducts various CSR activities for these disadvantaged, vulnerable and marginalized stakeholders. Refer to the CSR section of the annual report for complete details.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group

<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Employees	No	Notice Board & Meetings, Mails	Monthly	1. Health & Safety 2. Grievances
Workers	Yes	Notice Board & Meetings, Mails	Monthly	1. Health & Safety 2. Grievances
Investors and Shareholders	No	Website, Investor call & Investor Presentations, Mails, Meetings	Quarterly	1. Quarterly & Annual results 2. Regular Updates 3. Concerns
Community	Yes	Meetings	Need Base	1. Concerns
Customer	No	One to one interaction over calls and mails	Ongoing through out the year	1. Product Requirements 2. Concerns 3. Feedback
Value chain Partners	No	One to one interaction over calls and mails	Ongoing through out the year	1. Procurement requirements 2. Concerns 3. Feedback

**PRINCIPLE 5: Businesses should respect and promote human rights**

## Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
EMPLOYEES						
Permanent	690	56	8%	882	882	100%
Other than Permanent	56	Nil	Nil	33	33	100%
<b>Total Employees</b>	<b>746</b>	<b>56</b>	<b>8%</b>	<b>915</b>	<b>915</b>	<b>100%</b>
WORKERS						
Permanent	1071	Nil	Nil	1001	Nil	Nil
Other than Permanent	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total Workers</b>	<b>1071</b>	<b>Nil</b>	<b>Nil</b>	<b>1001</b>	<b>Nil</b>	<b>Nil</b>

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>EMPLOYEES</b>										
<b>Permanent</b>										
Male	678	Nil	Nil	672	99%	870	Nil	Nil	870	100%
Female	12	Nil	Nil	12	100%	12	Nil	Nil	12	100%
Other than Permanent										
Male	56	Nil	Nil	52	93%	33	Nil	Nil	Nil	100%
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
<b>WORKERS</b>										
<b>Permanent</b>										
Male	1068	Nil	Nil	1068	100%	995	Nil	Nil	995	100%
Female	3	Nil	Nil	3	100%	6	Nil	Nil	6	100%
Other than Permanent										
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female	
	Number	Median Remuneration / Salary / Wages of respective category	Number	Median Remuneration / Salary / Wages of respective category
Board of Directors (BoD)	3*	1,50,20,208	Nil	Nil
Key Managerial Personnel	3	91,78,489	Nil	Nil
Employees other than BoD and KMP	731	8,28,610	12	9,33,715
Workers	1068	2,88,498	3	2,73,069

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	2%	2%

\*Out of the 6 directors, 3 directors are only paid sitting fees and have not been considered above.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

DCW Limited has a POSH committee to address any sexual harassment-related issues along with a grievance redressal committee to address all kinds of human rights and other issues.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Complaint boxes are provided at the Plant level in DCW Limited. The Labour Welfare Officer in consultation with top management will resolve the issues in a timely manner. At the corporate office, complaints and concerns can be raised to the relevant committees

6 Number of Complaints on the following made by employees and workers:

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	Nil	Nil	None	Nil	Nil	None
Discrimination at workplace	Nil	Nil	None	Nil	Nil	None
Child Labour	Nil	Nil	None	Nil	Nil	None
Forced Labour/ Involuntary Labour	Nil	Nil	None	Nil	Nil	None
Wages	Nil	Nil	None	Nil	Nil	None
Other human rights related issues	Nil	Nil	None	Nil	Nil	None

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

DCW Limited has a POSH committee which takes any complaints pertaining to sexual harassment strictly; & timely & stringent action on such instances reported. DCW does not have any such cases reported for FY 2023-24.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

DCW Limited ensures that the human rights policies extend to their vendors/suppliers as well. Further, clauses pertaining to human rights also form part of the contracts finalized with the vendors.



## 10. Assessments for the year:

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)*</b>
Child Labour	
Forced Labour/Involuntary Labour	
Sexual Harassment	
Discrimination at workplace	25%*
Wages	
Other human rights related issues	

\*Assessment was done by Surya Quality consultant for Tamil Nadu plant.

## 11. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 10 above.

No such instances

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**

## Essential Indicators

Note: The source for Purchasing Power Parity (PPP) is the International Monetary Fund (IMF). The PPP rate considered is 22.40 as per the 2024 update.

## 1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

<b>Parameter</b>	<b>FY 2023-24 (Current Financial Year)</b>	<b>FY 2022-23 (Previous Financial Year)</b>
<b>From renewable sources (MJ)</b>		
Total electricity consumption (A)*	6,05,678.40	-
Total fuel consumption ((B)	-	-
Energy consumption through other sources	-	-
Total energy consumption from renewable sources (A+B+C)	6,05,678.40	-
<b>From non-renewable sources (MJ)</b>		
Total electricity consumption (D)	2,42,165,178.00	1,41,400,289.00
Total fuel consumption(E)	60,12,546,238.90	67,95,491,980.54
Energy consumption through other sources (F)	-	-
Total energy consumption from non-renewable sources(D+E+F) (GJ)	62,54,711,416.90	69,36,892,269.54
Total energy consumption (A+B+C+D+E+F) (GJ)	62,55,317,095.3	69,36,892,269.54
Energy intensity per rupee of turnover		

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
(Total energy consumption/ revenue from operations) (MJ/ ₹)	0.3342248	0.2633800
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (MJ/ ₹ adjusted for PPP)	7.486635	5.839135
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	Not Estimated	Not Estimated

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

Yes, the Environment Audit is conducted as required by PCB. Environment Audit was conducted by M/s. Darshan University at Gujarat plant and M/s. Enviro Solutions & Labs at Tamil Nadu plant in FY 23-24.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Under the PAT Scheme, DCW Limited's Sahupuram (Tamil Nadu) Unit, Chlor Alkali Division, has been designated as a designated consumer. Sahupuram Unit is currently in PAT Cycle VII (2022–23, 2023–24, 2024–25), with 2024–25 serving as the assessment period. The objective for the designated unit is 0.8180 MToE / Ton of Caustic Equivalent. On March 30, 2022, the mandatory energy audit report for the chloralkali sector was turned in to the state-designated agency and BEE. In order to reach the goal of 2024–2025, feasible energy conservation techniques have been identified, action plans have been created, and implementation is underway.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	34,34,263.03	23,83,611
(ii) Groundwater	1,63,022.00	4,00,553
(iii) Third party water	18.18	14,64,208
(iv) Seawater / desalinated water	-	
(v) Others	-	
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	35,97,303.21	42,48,372.00
Total volume of water consumption (in kilolitres)*	27,95,814.34	32,74,231.00
Water intensity per rupee of turnover (Total water consumption/ revenue from operations) (KL/ ₹)	0.0001494	0.0001243

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP) (KL/ ₹ adjusted to PPP)	0.003346	0.002756
Water intensity in terms of physical output		
Water intensity (optional) – the relevant metric may be selected by the entity	Not Estimated	Not Estimated

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

Yes, Environment Audit is conducted as required by PCB. Environment Audit was conducted by M/s. Darshan University at Gujarat plant and M/s. Enviro Solutions & Labs at Tamil Nadu plant in FY 23-24.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	-	-
- With treatment (Primary Treatment)	8,01,488.88	9,74,141.00
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	8,01,488.88	9,74,141.00

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.  
DCW Limited has Zero Liquid Discharge implemented at its Tamil Nadu plant.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please Specify Unit	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
NOx	Ton	994	751
SOx	Ton	2,418	2,687
Particulate matter (PM)	Ton	1,012	1,043
Persistent organic pollutants (POP)	Ton	Nil	Nil
Volatile organic compounds (VOC)	Ton	0.09	0.26
Hazardous air pollutants (HAP)	Ton	Nil	Nil
Others – please specify (CO)	Ton	Nil	Nil

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

Yes, the Environment Audit is conducted as required by PCB. Environment Audit was conducted by M/s. Darshan University at Gujarat plant and M/s. Enviro Solutions & Labs at Tamil Nadu plant in FY 23-24.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric Tonnes of CO <sub>2</sub> equivalent	11,10,624	7,34,632
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric Tonnes of CO <sub>2</sub> equivalent	47,760	32,011
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric Tonnes of CO <sub>2</sub> equivalent / Revenue from operations (₹)	0.00006	0.00003

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric Tonnes of CO2 equivalent / ₹ Revenue from operations adjusted for PPP	0.001386	0.000645
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		Not Estimated	Not Estimated

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

None

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

5 Windmills are installed at Jamnagar with 1.15 MW capacity. The power generated flows back to the grid (Gujarat Electricity Board). 25 Windmills are installed at Rajasthan (20 MW capacity); the power generated is sold to Gujarat State Electricity Board.

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	NA	NA
E-waste (B)	NA	NA
Bio-medical waste (C)	0.01	0.01
Construction and demolition waste (D)	NA	NA
Battery waste (E)	2.99	NA
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	1,056.06	1,168.28
Other Non-hazardous waste generated (H) Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	66,960.87	87,261.48
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>68,019.93</b>	<b>88,429.77</b>

<b>Parameter</b>	<b>FY 2023-24 (Current Financial Year)</b>	<b>FY 2022-23 (Previous Financial Year)</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/₹)	0.0000036	0.0000034
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/ ₹ adjusted to PPP)	0.000081	0.00074
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	Not Estimated	Not Estimated
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of Waste</b>		
(i) Recycled	0.72	Nil
(ii) Re-used	2.99	Nil
(iii) Other recovery operations	Nil	Nil
<b>Total</b>	<b>3.71</b>	<b>Nil</b>
Recycled, reused, recovered waste intensity (Waste recycled, re-used, recovered /Total waste generated)	0.000055	-
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of Waste</b>		
(i) Incineration	0.01	0.01
(ii) Landfilling	68,016.21	88,429.76
(iii) Other disposal operations	Nil	Nil
<b>Total</b>	<b>68,016.22</b>	<b>88,429.77</b>
Incinerated, landfill, disposed waste intensity (Waste incinerated, landfill, disposed /Total waste generated)	0.99	1

*Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.*

Yes, Environment Audit is conducted as required by PCB. Environment Audit was conducted by M/s. Darshan University at Gujarat plant and M/s. Enviro Solutions & Labs at Tamil Nadu plant in FY 23-24.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

DCW Limited does adhere to the Waste Management practices as prescribed by the Pollution Control Board of the respective state.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
NA			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
NA				

**PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.  
11 affiliations in all wherein top 10 have been listed below.
1. b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers / associations (State/National)
1.	FIEO (FEDERATION OF INDIAN Export Organization)	National
2.	CAPEXIL (Chemical and allied products Export promotion council)	National
3.	CHEMIXIL (Basic chemical Cosmetics & Dyes export promotion council)	National

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers / associations (State/National)
4.	AMAI ( Alkali Manufacturer Association of India).	National
5.	Tamil Nadu Chamber of Commerce & Industry, Tuticorin, Madurai	State
6.	All India Chamber of Commerce & Industry Tuticorin, Madurai	National
7.	All India Chamber of Commerce & Industry Tuticorin, Madurai	National
8.	Tamil Nadu Power Producers Association, Chennai.	State
9.	Tamil Nadu Electricity Consumers Association, Coimbatore.	State
10.	CIPET (Central Institute of Petrochemicals & Engineering Technology) Plastic Manufacturers Association.	National

2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of Authority	Brief of the Case	Corrective Action Taken
NA	NA	NA

**PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.**

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name & Brief Details of Project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA	NA	NA	NA	NA	NA

2. Provide information on project (s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
NA	NA	N A	NA	NA	NA	NA

3. Describe the mechanisms to receive and redress grievances of the community.

DCW Limited has complaint boxes installed at its plant premises through which local communities can raise their concerns.



4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	<b>FY 2023-24 (Current Financial Year)</b>	<b>FY 2022-23 (Previous Financial Year)</b>
Directly sourced from MSMEs/ small producers	13%	11%
Directly from within India	56%	60%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

<b>Location</b>	<b>FY 2023-24 (Current Financial Year)</b>	<b>FY 2022-23 (Previous Financial Year)</b>
Rural	Nil	Nil
Semi-Urban	19%	16%
Urban	Nil	Nil
Metropolitan	81%	84%

**PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner**

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

DCW Limited has a policy in place whereby customers can raise their concerns via call or via email or via feedback form available (as per policy Doc.No.IMSP-11 Rev.00 dated 09/03/2020).

2. Turnover of products and / services as a percentage of turnover from all products/service that carry information about:

	<b>As a percentage to total turnover</b>
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

3. Number of consumer complaints in respect of the following:

	FY 23-24 (Current Financial Year)		Remarks	FY 22-23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
	Data privacy					
Advertising						
Cyber-security						
Delivery of essential services	None	None	None	None	None	
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for Recall
Voluntary Recalls	None	None
Forced Recalls	None	None

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy

Yes. To reduce data risks, DCW Limited moved the data centre to cloud storage, which is maintained by a well-known vendor with its own risk-related standards. Disaster recovery is also set up in a different seismic zone. In order to improve data security and privacy, the corporation has also restricted all unrelated websites, personal websites and emails, and the use of personal USB drives. The company intranet provides access to the policy.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

No such instances

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches	Nil
b. Percentage of data breaches involving personally identifiable information of customers	Nil
c. Impact, if any, of the data breaches	Not Applicable